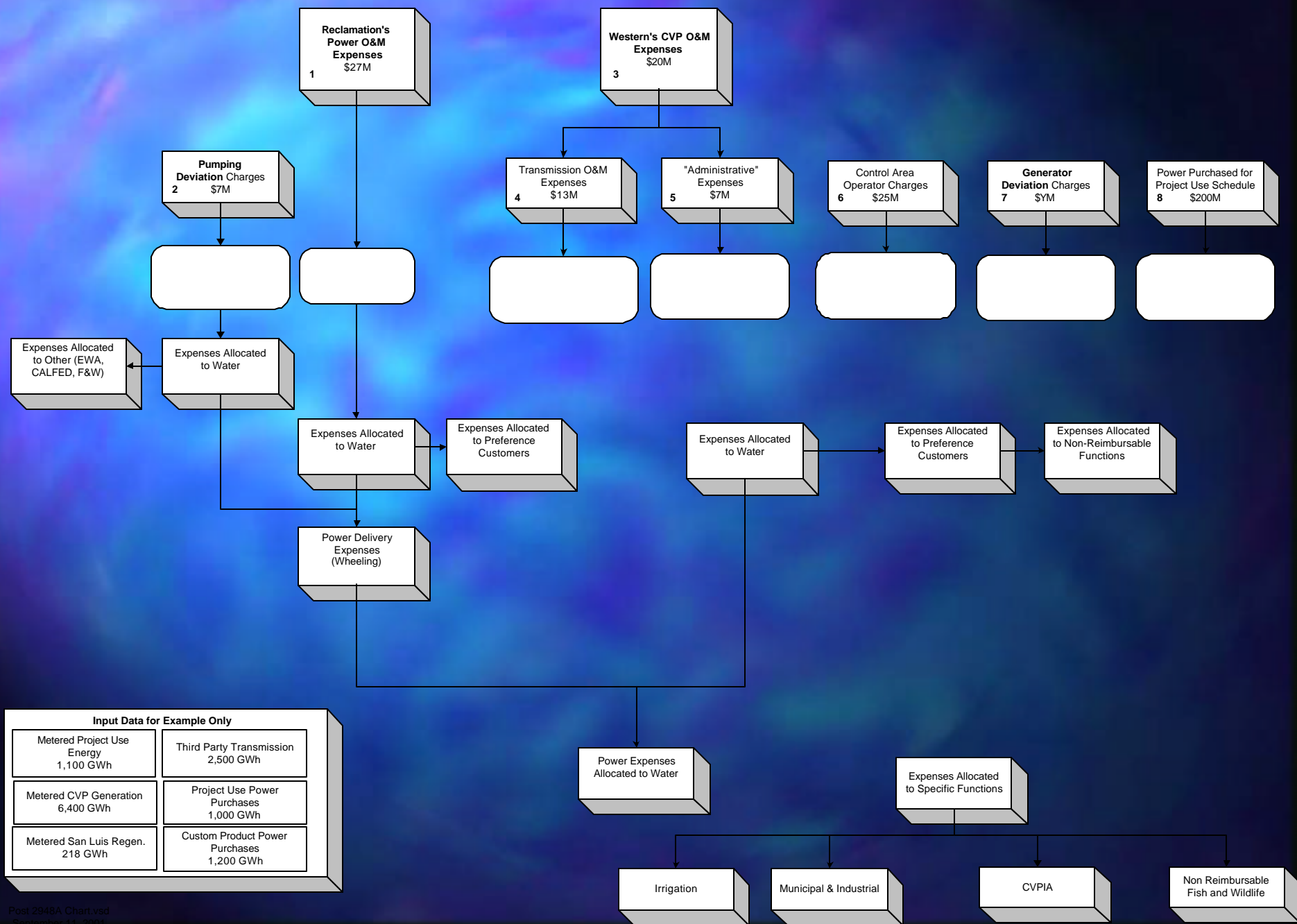


CVP Project Use O&M Cost Sub Allocation Chart Using Estimated Data for Post 2948A Condition



Interest Based Problem Solving

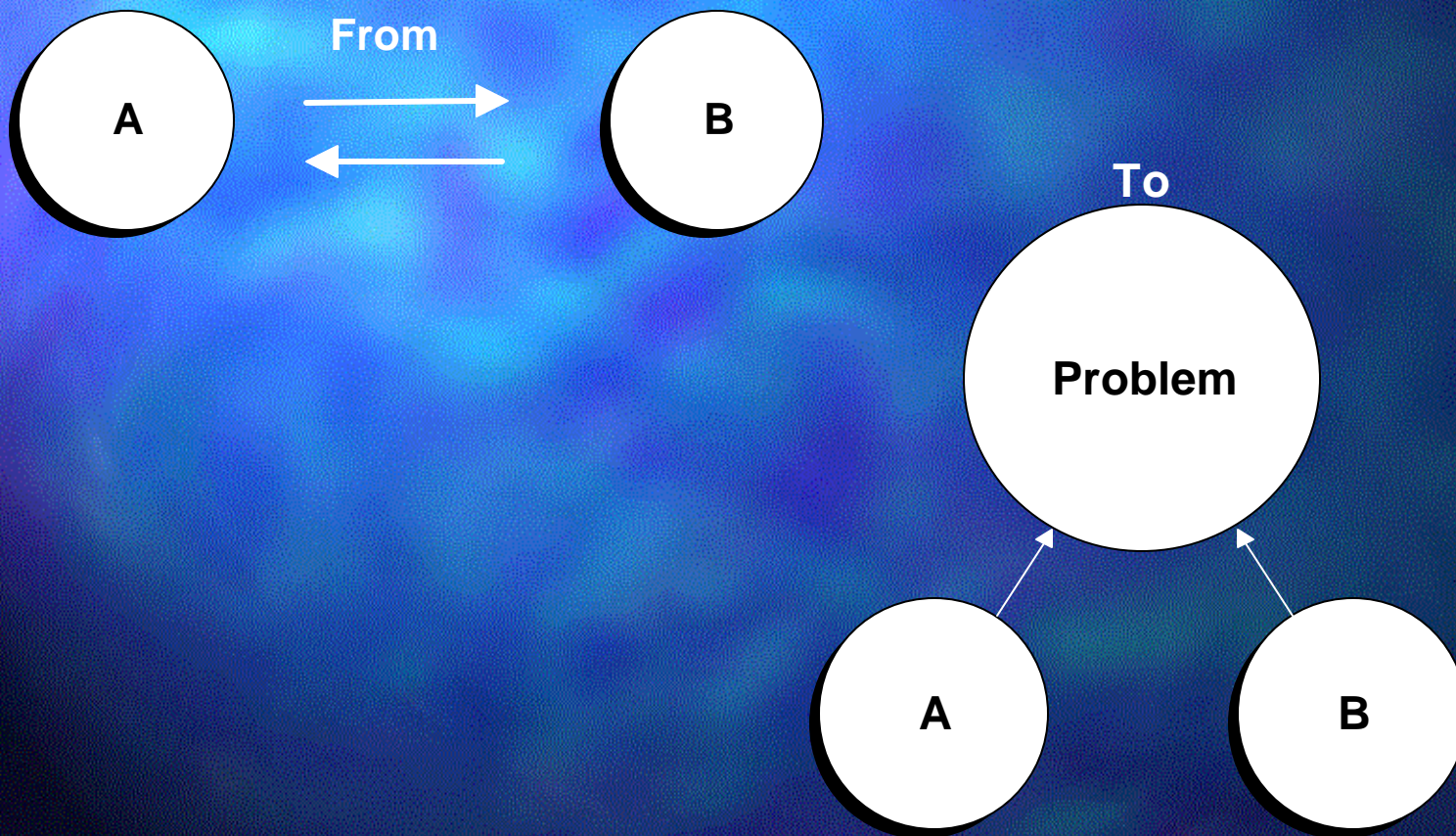
■ Planning

- Identify interests

■ Work Session

- Establish rapport
- State purpose of meeting
- Educate each other on interests (LISTEN)
- Generate multiple options
- Evaluate the options
- Select and modify based on which meet the most interests
- Develop plan to implement the agreement

Interest-Based Problem Solving



Principles of Integrative Problem Solving

- An Interest-Based Process
 - Focus on interests, not positions
 - Look for hidden interests
 - Consider substantive, procedural, and psychological interests
 - Consider the interests that are being protected when impasses occur

Principles of Integrative Problem Solving

- An Educational Process

- Educate first – develop solutions later
- Educate and be educated by the people with whom you are dealing
- Educate each other about interests, standards and criteria, data and relevant history